

# Conscientious Employee Protection Act

## "Whistleblower Act"

### Employer retaliatory action; protected employee actions

The law prohibits an employer from taking any retaliatory action against an employee because the employee does any of the following:

- a. Discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy or practice of the employer or another employer, with whom there is a business relationship, that the employee reasonably believes is in violation of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified health care professional, reasonably believes constitutes improper quality of patient care;
- b. Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation issued under the law by the employer or another employer, with whom there is a business relationship, or, in the case of an employee who is a licensed or certified health care professional, provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into quality of patient care; or
- c. Objects to, or refuses to participate in, any activity, policy or practice which the employee reasonably believes:
  - (1) is in violation of a law, or a rule or regulation issued under the law or, if the employee is a licensed or certified health care professional, constitutes improper quality of patient care;
  - (2) is fraudulent or criminal; or
  - (3) is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment. *N.J.S.A. 34:19-3.*

Your employer has designated the following contact person to answer your questions or provide additional information regarding your rights and responsibilities under this act:

Name: CINDY LEESE  
Address: NJ DMAVA-HRD-PMRS  
PO BOX 340, TRENTON, NJ 08625-0340  
Telephone Number: (609) 530-7056

***This notice must be conspicuously displayed.***

If you need this document in a language other than English  
or Spanish, please call (609) 777-3200.

Kevin P. McCabe  
Commissioner



Janet Share Zatz  
Deputy Commissioner